

ECONSULT CORPORATION

Janice Fanning Madden, Ph.D.

Dr. Janice F. Madden is an academic affiliate and a founding principal of Econsult Corporation. For over thirty years, she has served as a consultant and expert witness on economic and statistical issues for private firms and government agencies. She specializes in employment discrimination, and also consults on issues related to equal opportunity and affirmative action planning and on regional and urban economic development.

Professor Madden has served as an expert in labor economics and statistics in discrimination litigation involving race, age, and gender, including the recently settled gender discrimination allegations against Merrill Lynch and Salomon Smith Barney and racial discrimination allegations against The Coca-Cola Company (the largest racial discrimination settlement in U.S. history) and the Federal Deposit Insurance Company. She published a study in a peer reviewed journal in 2004 concluding that African Americans met systematically higher standards than whites to be appointed to NFL head coaching positions because they were significantly more successful than white coaches. Civil rights attorneys (Mr. Johnnie L. Cochran and Mr. Cyrus Mehri) used an earlier version of this study to convince the NFL to adopt the Rooney rule, requiring NFL teams to interview candidates of color before filling NFL head coach positions. This rule is credited with increasing the number of African American coaches in the NFL from 2 to 7 within a three year period. (In another study also published in a peer reviewed journal, Professor Madden showed that the Rooney Rule efforts subsequently eliminated performance differences by race for NFL coaches.)

Professor Madden is Professor of Regional Science, Sociology, and Real Estate at the University of Pennsylvania. Her research dealing with the effects of race, gender, and urban location on labor market outcomes and metropolitan variations in income distribution has been published in a variety of economics journals. She has written five books: *The Economics of Sex Discrimination* (1972, reprinted 1975); *Post-Industrial Philadelphia* (1990); *Work, Wages, and Poverty* (1991); *Changes in Income Inequality within U.S. Metropolitan Areas* (2000); and *Mommies and Daddies on the Fast Track* (2004). Her research has been funded by a variety of government agencies and private foundations, including the National Science Foundation and the National Institute of Mental Health. In recognition of her career research contributions, she has been elected by her colleagues to be a fellow of the Regional Science Association International. Professor Madden has held numerous administrative positions at Penn, including Vice Provost for Graduate Education (Penn's chief officer for graduate education), Director of the Graduate Group in Demography, of the Alice Paul Center for Research on Women, and of the Graduate Program in Government Administration. She was recognized for her academic leadership with the Academic Excellence Award from the Trustees' Council of Penn Women in 1997 and for her service to Philadelphia with the Woman of Distinction award from the Philadelphia Business Journal in 2000. She has been a visiting senior scholar at the Research Division of the Federal Reserve Bank and at the University of Indonesia.

Prof. Madden has served as a faculty member lecturing on the use of statistics in employment discrimination litigation at the Federal Judicial Center and for seminars for federal judges sponsored by the Federal Reserve Bank and The Wharton School of the University of Pennsylvania. She recently served on National Academies Committee/National Statistics' Panel on Measuring and Collecting Pay Information from U.S. Employers by Gender, Race, and National Origin.

Prof. Madden received her B.A. degree in economics and mathematics from the University of Denver and her M.A. and Ph.D. degrees, also in economics, from Duke University.